



U.S. Fish & Wildlife Service

Region 8

Division of Diversity and Civil Rights

911 NE 11th Avenue

Portland, Oregon 97232-4181



Equal Employment Opportunity Discrimination Complaints Counseling Program

All Federal employees, former employees, and applicants of the U.S. Fish and Wildlife Service, who believe they have been discriminated against on one or more of the following bases: race, color, religion, sex, national origin, age (40 and over), physical or mental disability, reprisal (for prior EEO activity participation), pregnancy, sexual orientation*, status as a parent*, and/or protected genetic information*, must discuss the matter with an EEO Counselor during pre-complaint. Contact with an EEO Official must occur within 45 calendar days from the date of the alleged discriminatory incident, or in the case of a personnel action, within 45 calendar days of the effective date of the action; or within 45 calendar days when an individual becomes aware of the alleged discriminatory action.

If resolution is not reached during the pre-complaint process, then the individual will be advised of their right to file a discrimination complaint within 15 calendar days from the date of receipt of the Notice of Final Interview. *Persons may be represented at any stage of the pre-complaint or complaint process, and may request anonymity during the pre-complaint process.*

For more information about the
EEO Complaints Program, please contact:

Cris Stemler-Ross

Region 8 EEO Counselor
Division of Diversity and Civil Rights
Phone (503) 231-2081
TTY (503) 231-6263, Fax (503) 231-2322

Dana Perez

Regional EEO Manager
Division of Diversity & Civil Rights
Phone (503) 231-2260
TTY (503) 231-6263, Fax (503) 231-2322



Cris Stemler-Ross
EEO Counselor

For more information about the
Special Emphasis Program, please contact:

Cris Stemler-Ross

Hispanic Employment Program Manager
Phone (503) 231-2081
TTY (503) 231-6263, Fax (503) 231-2322

Angela Butsch

People with Disabilities Program Manager
Phone (503) 231-4785
TTY (503) 231-6263, Fax (503) 231-2322

Cris Stemler-Ross

Federal Women's Program Manager
Phone (503) 231-2081
TTY (503) 231-6263, Fax (503) 231-2322

Chief, Office of Diversity and Inclusive Workforce Management
4401 N. Fairfax Drive, Mailstop: 7072-43
Arlington, Virginia 22203
Phone (703) 358-1724, TTY (703) 358-2549, Fax (703) 358-2030

**Pursuant to Executive Orders #13145 and #11478, the Department has established sexual orientation, status as a parent, and protected genetic information (request for or the receipt of genetic services) as protected bases and prohibits workplace discrimination on these grounds.*

This information is available in alternative format upon request.